

Meeting: 26 June 2017 between Chairman, Public Service Pay Commission and representatives of the Department of Public Expenditure and Reform and the Public Services Committee of Irish Congress of Trade Unions.

Re: Recruitment and Retention - Public Service Pay Commission - Future Role under Paragraph 3 of proposed Public Service Stability Agreement (PSSA) 2018-2020.

- The role of the Commission is to provide independent input in relation to recruitment and retention issues in accordance with Paragraph 3 of the proposed PSSA.
- The work of the Commission under the PSSA is subject to the ratification of the Agreement by the Public Services Committee of ICTU and other representative bodies of public servants.
- The requirement for ratification of the PSSA does not preclude the Commission from taking forward certain preparations in the intervening period to enable the process to be advanced in an expeditious way post-ratification.
- The Chairman of the Commission considers that their primary considerations in this exercise would be twofold:
 1. To establish whether and to what extent a problem exists in terms of recruitment and retention; and
 2. In relation to such problems as are identified, to isolate the root causes and to generate options for resolving them, for subsequent consideration by the parties, as envisaged under the proposed PSSA.
- The Commission has acknowledged in the outcome to its first report of 8 May 2017 that “consideration could be given to commissioning a more comprehensive examination of underlying difficulties in recruitment and retention in those sectors and employment streams where difficulties are evident”.
- In this respect, and in the context of scheduling the conduct of its work and considerations in relation to Paragraph 3 of the proposed PSSA, the Chairman of the Commission considers it reasonable that groups identified in its first report as having evidence of recruitment and retention issues, for example the Health Sector, could receive early attention.
- While tasked under the proposed PSSA to complete this exercise by end-2018, the Chairman of the Commission believes that the Commission may split its work into a number of modules, with reports delivered as and when a module is completed and with priority given to those groups identified in its report of 8 May 2017 as having demonstrated evidence of recruitment and retention issues.
- The Commission is independent and reserves the right, as provided for in the proposed PSSA, to commission such external expertise as required to support its deliberations. While the parties will be consulted in relation to the commissioning of such expertise, the Commission will arrange for the procurement of such expertise and the outcome of that work will inform the considerations of the Commission.

27 June 2017